



OVERTIME, AUSTRALIA, AUGUST 1981

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MAIN FEATURES

The average overtime worked in the survey week in August 1981 was 1.46 hours per employee included in the survey compared with 1.49 hours worked in the survey week May 1981 and 1.38 hours worked in the survey week August 1980.

The average weekly overtime worked by employees actually working overtime was 6.91 hours in the survey week August 1981 compared with 7.06 hours in May 1981 and 6.83 hours in August 1980.

The most overtime per employee actually working overtime in the survey week was in the N.T. with 8.77 hours followed by W.A. with 7.91 hours and Qld with 7.01 hours.

The mining industry with 9.90 hours per employee actually working overtime accounted for the highest hours worked per employee followed by manufacturing of basic metal products with 7.99 hours and fabricated metal products with 7.98 hours.

EXPLANATORY NOTES

Introduction

The ABS conducts a quarterly sample survey of employers to obtain information about overtime hours worked. The survey is carried out by telephone to make it easier for respondents to provide the information, and to reduce delays in collection and publication of results.

2. Information on overtime worked by production employees in larger private factories has been collected for many years by the Commonwealth Employment Service and published in *Monthly Review of the Employment Situation*. The statistics from that collection are not directly comparable with those from the ABS survey.

3. The surveys, which commenced in July 1979, are generally conducted in respect of the last week of the pay-period ending on or before the third Friday of each month. However, in order to ensure that the survey timetable is met, it is necessary to accept data for other periods from some respondents.

Frequency of the survey

4. The *Overtime* series in the two year period since its introduction did not show sufficient month-to-month variation to warrant the continuation of the survey as a monthly collection. It was therefore decided that June 1981 would be the last survey in the monthly series. The surveys are now conducted quarterly, in the months of August, November, February and May.

Scope of the survey

5. All employees in Commonwealth, State and local government employment are represented in the survey, but certain groups of private employees are not represented. The private sector sample is selected from payroll taxpayers, and employees of employers not subject to payroll tax (except hospitals) are excluded. Also excluded are employees in agriculture and in private households employing staff, and members of the permanent defence forces.

6. Commencing with the March 1981 survey the sample has been reselected from updated lists of payroll taxpayers and government organisations. At the time of reselection the levels of exemption from payroll tax were \$60,000 a year in wages and salaries in Tasmania, \$72,000 in New South Wales, South Australia, Western Australia and the Australian Capital Territory, \$84,000 in Victoria and \$150,000 in Queensland and the Northern Territory. For the previous surveys the exemption level was \$60,000 in all States and Territories except Queensland, where it was \$125,000.

Sample design

7. Respondents included in the survey were selected from lists of private and government employers stratified by State, industry and number of employees. Employers with 1,200 or more employees were fully enumerated and a sample was selected from the remainder of employers. The total number of employers selected in the survey was about 3,100.

8. The small size of the sample has imposed some restrictions on the amount of detail that can be published. Estimates are provided for Australia, by industry groups, and for each State and Territory, for average hours of overtime per employee working overtime, per employee in the survey, and per employee working overtime in manufacturing, and for the proportion of employees who worked overtime.

Definitions

9. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc, staff, normal shiftwork and standard hours paid for at penalty rates.

10. *Overtime hours* represent the number of hours of overtime actually worked. Respondents were instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 man-hours of overtime paid for at time and a half and 20 man-hours at double time would be counted as 120 hours, not 190.

11. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours worked in a particular group (e.g. industry, State or Territory) by the number of employees who worked overtime in the same group.

12. *Average hours of overtime per employee in the survey* is calculated by dividing total overtime hours worked in a particular group by the total number of employees in the same group (including those who did not work overtime).

13. *Number of employees* is the number on the payroll on the last day of the pay-period ending on or before the survey date. *Included* are persons on paid leave, (recreation leave, sick leave, long service leave, etc). *Excluded* are persons on leave without pay, and persons on strike, locked out or stood down as a result of an industrial dispute, for the whole of the reference period.

Reliability of the estimates

14. Since the estimates in this publication are based on information obtained from a sample of employers, they may differ from the figures that would have been produced if the information had been obtained from all employers within the scope of the survey. One measure of the likely difference is given by the *standard error*. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors.

15. Approximate standard errors of the August 1981 estimates are shown in the tables. An example of their use is as follows. The estimate for Australia of average overtime hours per employee in the survey is 1.46. It will be seen that the standard error of this estimate is .04 and therefore there are about two chances in three that the value that would have been produced if all employers had been included is within the range 1.42 to 1.50 hours, and about nineteen chances in twenty that the value is within the range 1.38 to 1.54 hours.

16. Standard errors of the differences between estimates for successive surveys are approximately the same as the standard errors of the estimates themselves. The re-selection of the sample, in March 1981, may have had some effect on movements in the estimates.

17. In addition to sampling variability the estimates may be affected by imperfections in reporting, e.g. errors and deficiencies in completing returns, and by other factors. Inaccuracies of this kind are referred to as non-sampling errors, and they may occur in any collection, whether it be a full count or a sample. Every effort is made to reduce these errors to a minimum by careful instructions and efficient operational procedures.

18. Although a considerable number of employees are not included in the survey (see paragraph 5), it is considered that average overtime hours for Australia, States and Territories would not be significantly affected. However, for certain industries such as construction and retail trade, in which the proportion of employees covered by payroll tax returns is below the average, the estimates may be somewhat less reliable.

Seasonal factors

19. Overtime figures at different dates may be affected by seasonal influences. Publication of seasonally adjusted figures will not be possible until results of surveys for several years are available.

Related publications

20. Users may also wish to refer to the following publications which are available on request :

Earnings and Hours of Employees, Distribution and Composition, Australia, May 1980 (6306.0)

Earnings and Hours of Employees, Australia, October 1980 (6304.0)

The Labour Force, Australia (6203.0)—issued monthly

21. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0), which is available free of charge from any ABS office.

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TABLE 1. OVERTIME: STATES AND TERRITORIES, MAY 1980 TO AUGUST 1981(a)

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY(b)									
1980—									
May	1.58	1.34	1.08	0.99	1.51	1.18	2.53	0.93	1.37
August	1.62	1.37	1.22	0.92	1.25	1.08	2.38	1.00	1.38
November	1.83	1.48	1.40	1.05	1.57	1.15	2.22	0.84	1.55
1981—									
February	1.67	1.46	1.20	0.99	1.39	1.19	2.52	0.82	1.44
May	1.68	1.46	1.42	1.03	1.64	1.06	2.17	0.87	1.49
August	1.63	1.39	1.60	1.04	1.48	1.02	1.99	0.80	1.46
Standard error(c)	0.07	0.08	0.07	0.05	0.11	0.06	0.19	0.05	0.04
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME(b)									
1980—									
May	7.26	6.91	6.00	6.01	7.78	6.38	9.51	8.13	6.96
August	7.18	6.86	6.23	5.56	6.94	6.47	7.62	7.68	6.83
November	7.49	6.94	6.63	6.05	7.58	6.38	8.13	6.98	7.11
1981—									
February	6.90	7.10	6.25	5.53	7.41	6.92	8.82	6.98	6.83
May	7.15	7.36	6.64	5.47	8.00	6.37	7.66	7.05	7.06
August	6.89	6.97	7.01	5.64	7.91	6.45	8.77	6.91	6.91
Standard error(c)	0.13	0.19	0.16	0.12	0.31	0.17	0.35	0.20	0.08
PROPORTION OF EMPLOYEES IN THE SURVEY WORKING OVERTIME (per cent)									
1980—									
May	21.73	19.44	18.07	16.53	19.39	18.42	26.61	11.41	19.66
August	22.61	19.91	19.56	16.59	18.08	16.74	31.26	12.56	20.24
November	24.43	21.26	21.11	17.34	20.69	18.07	27.30	12.09	21.75
1981—									
February	24.17	20.58	19.22	17.96	18.82	17.25	28.57	11.82	21.11
May	23.45	19.85	21.34	18.78	20.54	16.68	28.31	12.28	21.14
August	23.66	19.91	22.81	18.45	18.74	15.80	22.66	11.52	21.14
Standard error(c)	0.84	0.83	0.72	0.70	0.78	0.76	1.66	0.70	0.44

(a) Excludes agriculture and services to agriculture (ASIC sub-divisions 01 and 02), private households employing staff (ASIC sub-division 94) and members of defence forces. (b) For definitions see paragraphs 9 to 13. (c) Standard error for latest estimate. See paragraph 15.

TABLE 2. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY(a): MANUFACTURING(b)

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
1980—									
May	2.45	1.99	1.80	1.78	3.15	1.89	4.47	2.03	2.19
August	2.32	2.09	2.24	1.77	1.83	1.98	3.23	2.23	2.15
November	2.67	2.24	2.57	2.08	2.68	2.16	2.53	2.32	2.44
1981—									
February	2.45	2.25	2.15	1.99	2.80	2.15	4.00	2.03	2.32
May	2.39	2.21	2.44	1.72	2.79	2.00	4.23	2.38	2.29
August	2.41	2.14	2.83	1.76	2.26	1.81	4.88	2.62	2.28
Standard error(c)	0.18	0.13	0.26	0.10	0.14	0.12	0.91	0.06	0.09

(a) For definitions see paragraphs 9 to 13. (b) ASIC Division C. (c) Standard error for latest estimate. See paragraph 15.

TABLE 3. OVERTIME BY INDUSTRY, MAY 1980 TO AUGUST 1981

Industry	May 1980	August 1980	November 1980	February 1981	May 1981	August 1981	Standard error(a)
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY(b)							
Mining	3.75	4.92	5.63	4.79	5.70	5.55	0.33
Manufacturing	2.19	2.15	2.44	2.32	2.29	2.28	0.09
Food, beverages and tobacco	2.23	2.50	2.74	2.71	2.90	2.80	0.29
Textiles, clothing and footwear	1.29	1.59	1.70	1.64	1.24	1.28	0.23
Paper, printing, etc.	2.00	1.74	2.07	1.44	1.65	1.77	0.16
Chemical, petroleum and coal products	2.04	1.90	2.03	1.98	1.95	1.94	0.26
Basic metal products	3.48	3.65	3.48	3.90	3.58	3.39	0.13
Fabricated metal products; other machinery, etc.	2.22	2.16	2.60	2.42	2.39	2.24	0.23
Transport equipment	1.42	1.29	1.63	1.81	2.04	2.36	0.08
Other(c)	2.63	2.17	2.51	2.23	2.13	2.13	0.19
Electricity, gas and water	1.92	1.72	1.87	1.72	1.79	1.94	0.07
Construction	2.12	1.98	2.20	2.12	2.23	2.19	0.22
Wholesale trade	1.27	1.21	1.46	1.04	1.39	1.17	0.18
Retail trade	0.73	0.70	0.70	0.72	0.75	0.77	0.10
Transport and storage; communication	2.46	2.53	2.82	2.44	2.52	2.49	0.13
Public administration; community services	0.49	0.52	0.52	0.50	0.54	0.51	0.03
Other	0.41	0.39	0.45	0.51	0.58	0.55	0.06
All industries	1.37	1.38	1.55	1.44	1.49	1.46	0.04
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME(b)							
Mining	8.17	9.40	9.81	9.56	9.57	9.90	0.34
Manufacturing	7.55	7.08	7.49	7.31	7.72	7.48	0.13
Food, beverages and tobacco	7.01	7.03	6.80	6.86	7.46	7.05	0.43
Textiles, clothing and footwear	7.02	7.07	7.40	6.48	6.77	6.47	0.46
Paper, printing, etc.	7.24	6.02	6.93	5.67	6.00	6.24	0.25
Chemical, petroleum and coal products	7.23	7.11	6.90	7.00	8.05	7.56	0.45
Basic metal products	7.98	8.19	8.28	8.40	8.32	7.99	0.14
Fabricated metal products; other machinery, etc.	7.59	6.95	7.98	7.58	8.18	7.98	0.36
Transport equipment	7.09	6.26	6.94	7.35	8.15	7.61	0.14
Other(c)	8.37	7.41	8.00	7.92	7.79	7.93	0.30
Electricity, gas and water	7.40	7.26	7.83	7.96	7.67	6.26	0.16
Construction	7.52	7.10	7.24	7.57	7.54	7.74	0.42
Wholesale trade	7.59	7.21	7.10	6.34	7.02	5.97	0.43
Retail trade	4.49	4.19	4.05	4.09	4.28	4.41	0.28
Transport and storage; communication	7.00	7.27	7.67	6.65	7.20	6.79	0.23
Public administration; community services	6.73	6.70	6.88	6.79	6.84	6.69	0.19
Other	4.58	4.43	4.46	4.57	4.41	5.05	0.25
All industries	6.95	6.83	7.11	6.83	7.06	6.91	0.08
PROPORTION OF EMPLOYEES IN THE SURVEY WORKING OVERTIME (per cent)							
Mining	45.86	52.31	57.38	50.08	59.55	55.99	1.75
Manufacturing	29.24	30.30	32.62	31.74	29.69	30.43	0.89
Food, beverages and tobacco	31.79	35.49	40.31	39.57	38.86	39.60	2.75
Textiles, clothing and footwear	18.46	22.49	22.96	25.34	18.29	19.84	3.02
Paper, printing, etc.	27.62	28.90	29.88	25.36	27.46	28.32	2.13
Chemical, petroleum and coal products	28.22	26.76	29.43	28.27	24.18	25.60	2.77
Basic metal products	43.55	44.61	41.99	46.45	43.01	42.48	1.49
Fabricated metal products; other machinery, etc.	29.21	31.11	32.62	31.95	29.17	28.02	2.29
Transport equipment	20.09	20.67	23.50	24.60	25.03	31.05	0.88
Other(c)	31.48	29.23	31.41	28.09	27.27	26.91	2.01
Electricity, gas and water	25.97	23.71	23.87	21.61	23.32	31.00	0.48
Construction	28.25	27.84	30.39	28.03	29.63	28.26	2.71
Wholesale trade	16.75	16.74	20.63	16.47	19.79	19.59	2.09
Retail trade	16.16	16.63	17.37	17.62	17.52	17.56	1.57
Transport and storage; communication	35.10	34.86	36.73	36.73	34.99	36.70	0.88
Public administration; community services	7.34	7.73	7.58	7.41	7.85	7.60	0.45
Other	8.92	8.82	10.06	11.19	13.17	10.81	1.06
All industries	19.66	20.24	21.75	21.11	21.14	21.14	0.44

(a) Standard error for latest estimate. See paragraph 15. (b) For definitions see paragraphs 9 to 13. (c) ASIC sub-divisions 25, 28 and 34.